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24 JAN 1972

MEMORANDUM FOR: Director of Personnel

SUBJECT : Minority Employment

1. This memorandum, for information only, summarizes Agency performance in employment of Negroes over the past few years; and looks at experience in the last eighteen months in some detail to see what trends or indications of progress can be identified.

2. The data are presented in three attachments, as follows:

Tab A summarizes year-end staff personnel strength figures since 1963, to illustrate an essentially static situation.

Tab B presents a summary of on-duty strength by organization since 1 June 1970, in terms of totals, total black, and percentage of black employees.

Tab C shows distribution of black employees during the same period by category, grade and pay levels.

3. Our increased emphasis on black recruitment during the past year or so is not yet reflected in any significant way in strength figures. There are some indications of improvement, however, in the progression and distribution of black employees on duty. Their relative position in GS levels has improved since 1970: there are 36 fewer in grades GS-02 through GS-04; 13 more in GS-05 through GS-08; 14 more in GS-09 through GS-11; and 2 more (total of 26) in GS-12/13. Overall, the percentage of blacks in GS-07 and above has risen from 41.2% to 44.7%. Average grade has risen from 6.31 to 6.56.


4. Most of the higher paying Wage Board jobs still go to whites but the gap is narrowing. Negroes (about 30% of total WB employees) held 65% of the jobs under \$6,000 in 1970; 49% of those in the \$6,000 - \$8,000 range; and 27.3% at \$8,000 - \$10,000. In December 1971 there were no \$6,000-and-under jobs; they held 65% of those in the \$6,000 - \$8,000 range; and 40% at \$8,000 - \$10,000. At \$10,000 and above, they held 11% in 1970 and 15% in December 1971.

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5. These small trends, though in the right direction, represent little real progress to date. Of greater significance is the recent increase in the number of applications from black professional candidates; 46 since 1 July 1971, versus 18 during January - June 1971. These applications are of very uneven quality, but the volume is increasing and we are trying in various ways to strengthen the processes of recruitment and selection to raise the level of quality.


Deputy Director of Personnel
for Recruitment and Placement

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